DHR INFORMATION SYSTEMS SECURITY HANDBOOK







SECURITY HANDBOOK

State of Maryland
Department of Human Resources
Office of Technology for Human Services
Office of Information Management
Data Security Division









STATE OF MARYLAND DEPARTMENT OF HUMAN RESOURCES OFFICE OF TECHNOLOGY FOR HUMAN SERVICES DATA SECURITY DIVISION



Issus Date ZDMarD3

General Policy Statement

Information is a State of Maryland (SOM) asset requiring protection commensurate with its value. Measures must be taken to protect information from unauthorized modification, destruction, or disclosure whether accidental or intentional, as well as to assure its authenticity, integrity, availability, and confidentiality.

Scope

The controls in this handbook are the minimum requirements for providing a secure environment for utilizing, developing, implementing, and maintaining automated systems in the Department of Human Resources.

These controls apply to all Department of Human Resource entities, agents, employees, contractors, or vendors involved in the the utilization, development, implementation, and maintenance of information systems.

Any exception to these controls should be reviewed by the Data Security Division and receive their documented approval.

Compliance

All Department of Human Resource employees, agents, contractors, and vendors are responsible for understanding and complying with these controls. This would include building and configuring systems in accordance with these policies. Non-compliant situations will be brought to the attention of management for appropriate action. Depending on the severity of the occurrence, employees who violate these policies may receive loss of network connectivity, disciplinary action, up to and including immediate dismissal, and/or criminal prosecution.

Outsourced processing and storage facilities, such as service bureaus, vendors, partnerships, and alliances, must be monitored and reviewed to ensure either compliance with State of Maryland policies or that a level of control is provided which is equivalent to State of Maryland policies. This should be accomplished through contractual commitments with provisions to permit auditing and monitoring to ensure compliance.

All necessary exceptions to this policy must be clearly documented and approved by the agency head and the Data Security Division.



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Confidentiality

All Department of Human Resource employees, agents, contractors, and vendors are responsible for keeping confidential all data contained in the DHR Automated Systems to which they are granted access. Authority: Article 88A, §5 and 6; State Government Article, §10-611 et seq. Article 41, Title 6; Annotated Code of Maryland. 07.01.07.00. 5 and 6; State Government Article, §10-611 et seq.

Security Access Controls

All security access controls used today depends on a profile being set up to protect a resource, with logonids being allowed or disallowed connection to utilize the protected resource. Access controls do not normally allow an inquiry on an individual as to what access they have. An inquiry would query protected resources to see if the logonid assigned to that individual is connected or not, and to what level.

Security Access Control:

RACF at IBM/GS Data Center ACF2 at ADC & MDOT Data Center

Once access to the resources at the various data centers is established via VTAM, then access is authenticated to the individual resources.

These resources are generally data-sets, data tables, terminal I/O, system applications, and CICS transactions that allow communication to customer applications.



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Computer Security Awareness

- Password protect your workstation with a "screensaver" password, set to automatically lock your system after no more than two minutes of non-activity.
- Log out of any main-frame applications, including those that use client-server or web based access, when leaving your workstation unattended.
- Select a "strong" set of passwords, don't use the same one for all access, and never share this information with anyone. A "strong" password will contain a mixture of alpha, numeric, and special characters. Always use a password that does not appear in a dictionary.
- Make sure that your workstation is protected by an Agency supplied or approved anti-virus software.
- Never access any unknown, unsolicited, or suspicious e-mail attachment. Even if you know the sender, verify that they did, in fact, send it to you.
- Always back-up the data that you have on your workstation hard drive.
- Use your State furnished workstation for work related activities only.
- Load no unauthorized or illegal software on your State furnished workstation.
- Keep all sensitive client and co-worker information confidential. This includes case information, Social Security Numbers, logonids, and passwords.



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Access Notification

All Automated System access should be deemed as covered by the following:

WARNING! THIS SYSTEM MAY CONTAIN GOVERNMENT INFORMATION, WHICH IS
RESTRICTED TO AUTHORIZED USERS ONLY. UNAUTHORIZED ACCESS, USE,
MISUSE, OR MODIFICATION OF THIS COMPUTER SYSTEM OR OF THE DATA
CONTAINED HEREIN OR IN TRANSIT TO/FROM THIS SYSTEM CONSTITUTES A
VIOLATION OF ARTICLE 27 §§ 45A AND 146 OF THE ANNOTATED CODE OF
MARYLAND, TITLE 18, USC, § 1030, AND MAY SUBJECT THE INDIVIDUAL TO
CRIMINAL AND CIVIL PENALTIES PURSUANT TO TITLE 26, USC, §§ 7213(A), 7213A,
AND 7431. THIS SYSTEM AND EQUIPMENT ARE SUBJECT TO MONITORING TO
ENSURE PROPER PERFORMANCE OF APPLICABLE SECURITY FEATURES OR
PROCEDURES. SUCH MONITORING MAY RESULT IN THE ACQUISITION, RECORDING
AND ANALYSIS OF ALL DATA BEING COMMUNICATED, TRANSMITTED, PROCESSED
OR STORED IN THIS SYSTEM BY A USER. IF MONITORING REVEALS POSSIBLE
EVIDENCE OF CRIMINAL ACTIVITY, SUCH EVIDENCE MAY BE PROVIDED TO LAW
ENFORCEMENT PERSONNEL. ANYONE USING THIS SYSTEM EXPRESSLY CONSENTS TO SUCH
MONITORING.

This is to considered the stated and implied agreement excepted by all DHR or DHR approved users of the Automated Systems of the State of Maryland.



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Data Storage and Processing Facility

The DHR utilizes the International Business Machine/Global Systems (IBM/GS) Data Center for all of its applications. The Annapolis Data Center (ADC) is utilized for most other agency applications, such as MABS, MMIS, ASM, etc. The MVA access is utilized at the Maryland Department of Transportation Data Center (MDOTDC). IBM/GS uses the Resources Access Control Facility (RACF) as its' security software and the ADC as well as the MDOTDC uses the Access Control Facility 2 (ACF2) as its' security software.

Both of these security software packages allow a "controlled sharing of data" by permitting access only when explicit action is taken by the data owner and by a security officer who authorizes it. Authorization is permitted by the use of logonids and passwords.



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Security Personnel Designation

In order for an adequate level of security to exist in the DHR application systems an agency data security structure has been developed. The access procedure begins with the DHR employee's immediate supervisors that are requesting security access and ends with the DHR Security Officers of the OIM/DSD. This structure is intended to provide a systematic means for staff to protect data and to gain the proper level of access to DHR's automated systems.

Security Monitor Appointment

In order to delegate the authority of requesting access to the DHR Automated Systems for their staff, the appropriate Appointing Authority will appoint a Primary and at least one Secondary Security Monitor.

The process consists of the Appointing Authority signing to authorize a properly completed DHR/OIM 671 form. This form must contain among other information, the fax number, e-mail address, and the signature of the Security Monitor. This form is also to be used to appoint Network Administrators to interface with the DHR WAN/LAN.

The functions of these Security Monitors are important and necessary for the secure utilization of the DHR Automated Systems. They are responsible for requesting access for the staff they support, acting with the authority of the Appointing Authority.

While they act with the authority of the Appointing Authority in requesting access, if the DSD rejects the request, the appropriate Appointing Authority must sign off on the request and provide additional justification as to why the exception is necessary, should they chose to resubmit.



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Security Monitor's Responsibilities:

- To expeditiously review forms (for accuracy and completeness), to sign and forward the appropriate security transaction form(s) to the DSD whenever an employee needs to be added to or deleted from a system; have his/her system access level modified; or have his/her name changed. Security monitors are the only staff members authorized to forward Security Access Forms(s) to the DSD or to inquire about their status.
- To notify the supervisor and/or the end user of the status of his/her security access request.
- To keep copies of all forms sent to the DSD as well as all rejected or completed forms returned.
- To report all access problems to the DHR System Support. Security Monitors are the only staff members authorized to call the DHR System Support Center concerning system access problems.
- To remind supervisors to forward all security access transaction forms to the Security Monitors as soon as an employee enters or leaves a unit or local department.
- To remind supervisors that it is their responsibility to monitor an employee's security access levels for appropriateness to their job responsibilities and to take corrective action when necessary.
- To communicate as needed or at least annually to supervisors, staff, and others the requirement that DHR's data is to be kept confidential and that the passwords are to be kept a secret.
- To serve as a liaison between the Local Department and the DSD.
- To review and disseminate all Data Security material. Primary Security Monitors must distribute all Security Alerts and other security related information to secondary Security Monitors.
- To ensure that the current versions of security access forms are being utilized.
- To ensure adherence to all controls concerning security access requests.



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DHR Logonid Deletion Policies

RACF logonids will be deleted from DHR's systems after ninety (90) days of non-use. MVA logonids will be deleted from their system after sixty (60) days of non-use. ADC logonids will be deleted from their system after ninety (90) days of non-use. EBTS logonids will be suspended from their system after thirty (30) days of non-use, revoked after sixty (60) days, and deleted after ninety (90) days. A user can avoid being deleted or suspended from these systems by simply logging in and out within the time lines set.



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Password Information

Password Rules:

- Must be at least six (6), but no more than eight (8) positions in length.
- Must contain an alphabetic character in the first and last positions.
- Must contain at least one (1) numeric character.
- Must not contain your logonid as part of your password.
- Must not contain more than two identical consecutive characters.
- Must not contain more than three (3) identical, consecutive characters in the same position as in your previous password.
- Must be changed at least once every ninety (90) days.
- Old passwords may not be used again for thirteen (13) consecutive password changes.
- Access privileges will be suspended after three (3) unsuccessful attempts to sign-

Examples

	1ABC
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ABC12 (Rule #1,2) 123456 (Rule # 2) AAA234B (Rule # 6) ABCDEF (Rule # 3) USERID5X (Rule # 4)









DEPARTMENT OF HUMAN RESOURCES OFFICE OF TECHNOLOGY FOR HUMAN SERVICES LOGONID REQUEST



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STATE OF MARYLAND DEPARTMENT OF HUMAN RESOURCES OFFICE OF TECHNOLOGY FOR HUMAN SERVICES SECURITY MONITOR SIGNATURE VERIFICATION



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DEPARTMENT OF HUMAN RESOURCES OFFICE OF TECHNOLOGY FOR HUMAN SERVICES CARES ACCESS REQUEST



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STATE OF MARYLAND DEPARTMENT OF HUMAN RESOURCES OFFICE OF TECHNOLOGY FOR HUMAN SERVICES CSES ACCESS REQUEST



ACTION: ADD UPDA					
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DHR/OIM Security Access Form Procedures



STATE OF MARYLAND DEPARTMENT OF HUMAN RESDURCES

OFFICE OF TECHNOLOGY FOR HUMAN SERVICES



PROCEDURE FOR COMPLETING DATA SECURITY ACCESS FORMS

FORM NUMBER:

DHR/OIM 670 (02/03)

ISSUED: 14FEB03

REVISED:

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USAGE:

Used for the adding, updating, and deleting of mainframe DHR logon identifications (logonids).

PROCEDURE:

The Supervisor completes and signs the DHR/OIM 670 and submits it to the local security monitor. The local security monitor authorizes the request(s) and submits the signed form(s) to the DHR Data Security

INSTRUCTIONS FOR COMPLETING THE FORM:

ACTION: Check one box per request:

ADD

- to establish a new logonid

UPDATE

- to change the employee's access privileges or to modify their information

DELETE - to remove the logonid from ALL system access

DATE OF REQUEST: Enter the current date.

CURRENT LOGONID: Enter the employee's logonid. (THIS IS REQUIRED FOR UPDATE and DELETE).

EMPLOYEE NAME (PRINT): . . . Enter the name of the employee.

(FIRST)

- enter first name here

- enter last name here

NOTE: If a name change is requested, indicate this in the OTHER ACTION section along with

the current name.

LDSS: Enter the LDSS or agency location name. Refer to Appendix B.

PHONE: Enter the area code and telephone number of the employee.

JOB CLASSIFICATION: Enter the job classification of the employee. (THIS IS REQUIRED FOR ADD and UPDATE)

DISTRICT: Enter the local department's district location name, if applicable.

STATE EMPLOYEE: Check the appropriate box.

OTHER ACTION: Specify special requests that are not provided for on the logonid request form.

INQUIRY ACCESS MENU

AIMS: Check if applicable. Update capabilities are no longer available.

MABS: Check if applicable.

MMIS: Check if applicable.

SVES: Check if applicable.

HRDT, or attached.



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INSTRUCTIONS FOR COMPLETING THE FORM (CONTINUED) :

TERM ID: Enter terminal identification code(s). (FOUR CHARACTER CODES ONLY).

DBM PERSONNEL: Check if applicable.

TERM ID: Enter terminal identification code(s). (FOUR CHARACTER CODES ONLY).

PRINTER ID: Enter printer identification code(s). (FOUR CHARACTER CODES ONLY).

DHR PERSONNEL: Check if applicable.

TERM ID: Enter terminal identification code(s). (FOUR CHARACTER CODES ONLY).

PRINTER ID: Enter printer identification code(s). (FOUR CHARACTER CODES ONLY).

OTHER ACCESS REQUIRED

for initial requests. Subsequent changes may be submitted on a DHR/OIM 672 form alone.

CSES: Check box and attach a properly completed and signed DHR/OIM 672b form This is necessary

for initial requests. Subsequent changes may be submitted on a DHR/OIM 672b form alone.

attached to a DHR/OIM 670 form.

CCAMIS: Check box and attach a properly completed and signed DHR/OIM 673 form. This is needed for

the initial request. Subsequent changes may be submitted on a DHR/OIM 673 form alone.

always be attached to a DHR/OIM 670 form.

ASM request form.

MD Chessie: DO NOT USE THIS ACCESS

OR DESCRIBE

Print description of special (not otherwise noted on this form) access.

SUPERVISOR

SIGNATURE Enter the signature of the supervisor of the employee noted.

DATE: Enter the date the above signature was added.

NAME (PRINT): Enter the first and last name of the supervisor of the employee noted.

PHONE: Enter the area code and telephone number of the security monitor.



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INSTRUCTIONS FOR COMPLETING THE FORM (CONTINUED) :

SECURITY MONITOR

DATE: Enter the signature of the security monitor.

Enter the date the above signature was added.

FAX: Enter the area code and facsimile number of the security monitor.

NAME (PRINT): Enter the first and last name of the security monitor.

PHONE: Enter the area code and telephone number of the security monitor.



STATE OF MARYLAND DEPARTMENT OF HUMAN RESOURCES **DFFICE OF TECHNOLOGY FOR HUMAN SERVICES** PROCEDURE FOR COMPLETING DATA SECURITY ACCESS FORMS



FORM NUMBER:

DHR/OIM 671 (02/03)

ISSUED: 14FEB03

REVISED:

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USAGE:

Used to verify the signatures of appointed security monitors who submit DHR/OIM security access forms.

PROCEDURE:

The appointing authority (Local Director DSS, Administration's Executive Director, etc.) appoints one or more staff as security monitors. The appointing authority completes and signs a DHR/OIM 671 for each monitor selected and submits the completed form to the DHR Data Security Division.

NOTE: A properly completed form is required to appoint, delete, or to change level, address, phone, or fax.

INSTRUCTIONS FOR COMPLETING THE FORM:

ACTION: Check one box per request:

to establish a new security monitor for a certain location.

UPDATE - to modify the security monitor's information or to change the security

monitor's status as a primary or secondary

DELETE - to remove a security monitor

DATE OF REQUEST: Enter the current date.

LEVEL: Check one box per request:

PRIMARY

- Only one allowed per jurisdiction/modal/office. This is the main

security contact for that jurisdiction/modal/office.

SECONDARY

- At least one recommended.

PLATFORM: Check one or both boxes:

MAINFRAME

- Duties performed as a security monitor for State and DHR

Automated Systems

NETWORK

-Duties performed as a DHR WAN / LAN administrator

LOCATION

LDSS/AGENCY Enter the LDSS or agency location name. Refer to Appendix B.

DISTRICT/LOCAL OFFICE Enter the district or local office name

LOCATION CODE: Refer to Appendix B. (2 DIGIT CODE ONLY).



STATE OF MARYLAND DEPARTMENT OF HUMAN RESOURCES OFFICE OF TECHNOLOGY FOR HUMAN SERVICES



PROCEDURE FOR COMPLETING DATA SECURITY ACCESS FORMS

FORM NUMBER:

DHR/OIM 671 (02/03)

ISSUED: 14FEB03

REVISED:

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INSTRUCTIONS FOR COMPLETING THE FORM (CONTINUED) :

SECURITY MONITOR

EMPLOYEE NAME (PRINT): . . . Enter the name of the employee.

(FIRST) - enter first name here

- enter last name here

DATE: Enter the date the signature below was added.

SIGNATURE Enter the signature of the security monitor.

PHONE Enter the area code and telephone number of the security monitor.

FAX Enter the area code and fax number of the security monitor.

E-MAIL Enter the e-mail address of the security monitor.

ADDRESS Enter the address of the LDSS/AGENCY.

CITY,STATE,ZIP Enter the city, state, and zip code of the LDSS/AGENCY

JOB CLASSIFICATION Enter the job classification of the security monitor.

JOB TITLE Enter the title of the security monitor.

STATE EMPLOYEE: Check the appropriate box.

APPOINTING AUTHORITY

TITLE Enter the appointing authority's title.

NAME Enter the name of the appointing authority...

(FIRST)

- enter first name here

(LAST)

- enter last name here

DATE: Enter the date the signature below was added.

SIGNATURE Enter the signature of the appointing authority.

PHONE Enter the area code and telephone of the appointing authority.

FAX Enter the area code and fax number of the appointing authority.

E-MAIL Enter the e-mail address of the appointing authority.

ADDRESS Enter the address of the LDSS/AGENCY of the appointing authority.

CITY, STATE, ZIP Enter the city, state, and the zip code of the LDSS/AGENCY of the appointing authority.



STATE OF MARYLAND DEPARTMENT OF HUMAN RESOURCES DFFICE OF TECHNOLOGY FOR HUMAN SERVICES PROCEDURE FOR COMPLETING DATA SECURITY ACCESS FORMS



FORM NUMBER:

DHR/OIM 672 (02/03)

ISSUED: 14FEB03

REVISED:

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USAGE:

Used to grant access to the CARES/SERVICES automated systems.

PROCEDURE: The supervisor completes and signs the DHR/OIM 672 and submits it to the security monitor. The local security monitor authorizes the request(s) and submits the signed form(s) to the DHR/OIM Data Security Division.

NOTE: A logonid and/or services workerid must be established prior to the submission of or with this request.

INSTRUCTIONS FOR COMPLETING THE FORM:

ACTION: Check one box per request:

ADD.

- to establish access

UPDATE - to change the employee's access privileges or to modify their information

SUSPEND - to temporarily disable access in CARES or SERVICES

DATE OF REQUEST: Enter the current date.

CURRENT LOGONID: Enter the employee's logonid. (THIS IS REQUIRED FOR UPDATE and DELETE).

EMPLOYEE NAME (PRINT): ... Enter the name of the employee.

(FIRST)

- enter first name here

- enter last name here

LDSS: Enter the LDSS or agency location name. Refer to Appendix B.

PHONE: Enter the area code and telephone number of the employee.

JOB CLASSIFICATION: Enter the job classification of the employee. (THIS IS REQUIRED FOR ADD and UPDATE)

DISTRICT: Enter the local department's district location name, if applicable.

LOCATION CODE: Refer to Appendix B. (2 DIGIT CODE ONLY).

STATE EMPLOYEE: Check the appropriate box.

NOTICE NAME Enter the employee's name as it will appear on the CARES client notices. Maximum of 25

characters.

USER'S SYSTEM Check the appropriate Boxes per request. Access can be granted for CARES or SERVICES.

NON PRODUCTION CICS

REGION(S) Enter information as required.

CARES

WORKER TYPE Enter the letter "P" for a probationary worker, a letter "S" for a supervisor, otherwise leave blank (Refer to Appendix H).

UNIT TYPE Enter the two digit unit type. (Refer to Appendix F).

UNIT NUMBER Enter a two character number indicating the supervisory group to which the employee belongs. (Refer to Appendix C).



STATE OF MARYLAND DEPARTMENT OF HUMAN RESOURCES OFFICE OF TECHNOLOGY FOR HUMAN SERVICES PROCEDURE FOR COMPLETING DATA SECURITY ACCESS FORMS



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INSTRUCTIONS FOR COMPLETING THE FORM (CONTINUED) :

DISTRICT OFFICE Enter the local department's three character district code. (Refer to Appendix C).

Enter a "Y" if access is required. Enter a "N" or leave blank if access is not required.

SERVICES

WORKER TYPE Enter the two character worker type. (Refer to Appendix H).

FACTS WORKER TYPE Enter the one character FACTS worker type. This is required for Unit Types 35 and 37

only. (Refer to Appendix I).

WORKER ID Enter the worker Identification code for a services employee who is not requesting logon

access to the SERVICES data base.

UNIT TYPE Enter the two character unit type. (Refer to Appendix F).

UNIT NUMBER Enter the two digit unit number which defines the supervisisory group to which the

employee is assigned. (Refer to Appendix E).

DISTRICT OFFICE Enter the three character district office number. (Refer to Appendix C).

SECURED TASKS

DELETE SECURED TASKS ... Specify the CARES secured tasks that the user will not be authorized to access based on the

chosen unit type. (Refer to Appendix J).

ADD SECURED TASK Specify the CARES secured tasks that the user will have added to the chosen unit type. (Refer

to Appendix J).

SUPERVISOR

SIGNATURE Enter the signature of the supervisor of the employee noted.

DATE: Enter the date the above signature was added.

NAME (PRINT): Enter the first and last name of the supervisor of the employee noted.

PHONE: Enter the area code and telephone number of the security

SECURITY MONITOR

SIGNATURE Enter the signature of the security monitor.

DATE: Enter the date the above signature was added.

FAX: Enter the area code and facsimile number of the security monitor.

NAME (PRINT): Enter the first and last name of the security monitor.

PHONE: Enter the area code and telephone number of the security monitor.



STATE OF MARYLAND DEPARTMENT OF HUMAN RESOURCES OFFICE OF TECHNOLOGY FOR HUMAN SERVICES. PROCEDURE FOR COMPLETING DATA SECURITY ACCESS FORMS



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ISSUED: 14FEB03

REVISED:

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USAGE:

Used to grant access to the CSES automated system.

PROCEDURE: The supervisor completes and signs the DHR/OIM 672b and submits it to the security monitor. The local security

monitor authorizes the request(s) and submits the signed form(s) to the DHR/OIM Data Security Division.

NOTE: A logonid must be established prior to the submission of or with this request

INSTRUCTIONS FOR COMPLETING THE FORM:

ACTION: Check one box per request:

ADD

- to establish access

- to change the employee's access privileges or to modify their information

DELETE - to remove the logonid from CSES

DATE OF REQUEST: Enter the current date.

CURRENT LOGONID: Enter the employee's logonid. (THIS IS REQUIRED FOR UPDATE and DELETE).

EMPLOYEE NAME (PRINT): ... Enter the name of the employee.

(FIRST) - enter first name here

(LAST)

- enter last name here

LDSS: Enter the LDSS or agency location name. Refer to Appendix B.

PHONE: Enter the area code and telephone number of the employee.

JOB CLASSIFICATION: Enter the job classification of the employee. (THIS IS REQUIRED FOR ADD and UPDATE)

DISTRICT: Enter the local department's district location name, if applicable.

LOCATION CODE: Refer to Appendix B. (2 DIGIT CODE ONLY).

STATE EMPLOYEE: Check the appropriate box.

IF NO EXPLAIN: If the logonid request is not for a state employee supply justification for the logonid.

NON PRODUCTION CICS

REGION(S) Enter information as required.

EXISTING ROLE(S): List any roles that were granted on previous request forms.

These roles should be checked for conflicts prior to submission. (Refer to Appendix D)

DELETE ROLE(S): List any existing roles that are requested to be deleted by this submission.(Refer to Appendix D)

ADD ROLE(S): List any new roles that are requested to be added by this submission. (Refer to Appendix D)

This is for initial access requests and requests to modify existing profiles. For the initial submission, there should be no existing roles.

For subsequent modifications of existing profiles, existing roles MUST be listed.



STATE OF MARYLAND DEPARTMENT OF HUMAN RESOURCES OFFICE OF TECHNOLOGY FOR HUMAN SERVICES PROCEDURE FOR COMPLETING DATA SECURITY ACCESS FORMS



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INSTRUCTIONS FOR COMPLETING THE FORM (CONTINUED) :

COUNTY Enter the two character county jurisdictional designator. (Refer to Appendix G).

AGENCY LEVEL Enter the one character agency level code. (Refer to Appendix G).

SECURITY LEVEL Enter the one character security level code. (Refer to Appendix G).

UNIT TYPE Pre-filled with '60'.

UNIT NUMBER Pre-filled with '60'.

DISTRICT OFFICE Pre-filled with '002'.

JUSTIFICATION Enter the specific job duties that require either a higher level profile than the employee's

classification warrants, or detailed information as to why conflicting roles are being requested. This justification should be submitted by the Local Director, and must be approved by the

Executive Director of the CSEA.

LOCAL DIRECTOR Signature required with justification.

EXECUTIVE DIRECTOR, CSEA Signature required with justification.

SUPERVISOR

SIGNATURE Enter the signature of the supervisor of the employee noted.

DATE: Enter the date the above signature was added.

NAME (PRINT): Enter the first and last name of the supervisor of the employee noted.

PHONE: Enter the area code and telephone number of the security

SECURITY MONITOR

SIGNATURE Enter the signature of the security monitor.

DATE: Enter the date the above signature was added.

FAX: Enter the area code and facsimile number of the security monitor.

NAME (PRINT): Enter the first and last name of the security monitor.

PHONE: Enter the area code and telephone number of the security monitor.